

The KHRIS Connection

Linking Our Employees to the Future!

The Personnel Cabinet publishes this newsletter to provide updates on the KHRIS project.

Issue Number 3

January/February 2008

From the Desk of **Personnel Secretary Nikki Jackson**



There's great significance to the month of February! The Supreme Court of the United States met for the first time on February 1, 1790; [Louis S. St. Laurent](#), the second French-Canadian prime minister of Canada, was born in February as was American writer [Langston Hughes](#). Princess Elizabeth became [Queen Elizabeth II](#) of Great Britain on February 6, 1952; and Arizona became the 48th state on February 14, 1912.

AND... the Kentucky Human Resource Information System (KHRIS) project completed its Blueprint phase in February and memorialized the same in its third edition of the *KHRIS Connection*. The Kentucky Human Resource Information System (KHRIS) is a state-wide information technology transformation project being led by the Personnel Cabinet. The main purpose is to centralize all state government human resource (HR) information into one integrated system. This will allow state government to utilize one source of information to perform human resource business functions. KHRIS will replace state government's current personnel, payroll, timekeeping, and benefits administration systems. KHRIS will also manage all benefits data for thousands of participants from other non-state government entities.

This project has been described as Transformational...how fitting. It is indeed, transformational work. In my view, the difference between change and transformation is simple. Change starts from that which is in existence and updates/tweaks, and/or modifies....Transformation assumes an entirely new existence. It assumes there is no box instead of simply thinking out of one.

Toward that end, the KHRIS project team has been exemplary. Charged with the daunting task of transforming not only "what" we do but "how" we do it, this team continues to meet that challenge. Each person who serves on a team touching this project is to be commended. The thoughtful approach, the long hours, the unyielding brokering of "buy-in" and input will no doubt reap for this project, untold benefits.

So now, as we move from the Blueprint to the Realization phase, let's continue to work together, steadfastly. I want to thank you for your dedication and your promise to help equip our employees with this wonderful platform so that they can more easily do their jobs. Our role in the Personnel Cabinet generally, and this KHRIS project team specifically, is to serve the people who serve the people. Our customers and our commonwealth will be much better because of the work that you are producing.

Thank you so much for all you do.

Welcome New Team Members

 Hong Lin Technical Team	 Shannan Goodrich Time Team	 Rebecca Billings FI/CO	 Rick Shippley Security	 Nitin Fuldeore OM
 Aaron McNulty Technical Team	 Rebecca Whitaker Time Team	 Bruce Greenfield OCM	 Cindy Brinsmaid Benefits	 Christine Lee Project Support
 Rhonda Phillips Technical Team	 Roger Riddell Project Support	 Siva Mayappan ESS/MSS	 Wayne Holstein Payroll	

KHRIS Project Phases



Opportunities for Change

KHRIS will bring a tremendous amount of change for every employee. Some of the core users (HR administrators) will experience even more change. Not only will KHRIS change the way that we process payroll, personnel and benefits – it will provide opportunities for employees to maintain parts of their personal data themselves.

Due to the integration of information and expanded capabilities with Employee Self Service (ESS), HR administrators will experience a change in duties. For example, on average there are 5,500 address changes a year processed through the Unified Payroll and Personnel System (UPPS). However, through ESS, employees will have the opportunity to submit their own address changes directly to KHRIS without necessary intervention by HR administrators.

This is not to say that every employee will utilize this functionality, but we can certainly strive for 100% compliance. However, the net result will be that HR administrators will see a decrease in this particular job function, and therefore will be able to concentrate their time on other areas. This is just one example of a change opportunity, but with the capabilities of KHRIS, small changes coupled together will result in a different way that we conduct business.

For More Information

To learn more about KHRIS and its implementation, please visit the KHRIS link on the Personnel Cabinet web site at <http://personnel.ky.gov/programs/khris>.

Blueprint Recap

The primary activity during the Business Blueprint phase was finalizing the KHRIS to-be processes through a series of business process definition workshops. Over two hundred and fifty individuals across the Commonwealth were identified as subject matter experts of various aspects of the personnel and payroll operations. Additionally, twenty-five Commonwealth staff were assigned to the Business Process Team.

More than eighty workshops were held over a seven week period that incorporated participants from across the Commonwealth, project team members (both functional and technical), business process owners, and project executives.

The core project team members were the primary participants in the Business Blueprint sessions. These team members are empowered by the Executive Steering Committee (ESC) to make decisions for the Authority that will shape the future state of the solution. The entire project team comprised of functional leads were involved in the Blueprint workshops.

Blueprint Thank You

Executive Leadership from the Personnel Cabinet and IBM were present for the signing of the Blueprint Deliverable on February 13, 2008. Thank you so much for all your efforts to help us reach this milestone. Your continued participation is key to the success of KHRIS.

"It is possible to fail in many ways...while to succeed is possible only in one way".

Aristotle, *Nichomachean Ethics*

Contact Us

If you have any comments or suggestions regarding *The KHRIS Connection*, please contact the KHRIS Communications Team at Personnel.KHRISproject@ky.gov.